

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.
Minutes - The Faculty Senate
Regular Meeting, Friday, May 12, 1972
Faculty Conference Room, sixth floor of the Library

Minute 1 President Elliott presided. He called the meeting to order at 2:18 p.m., explaining his arrival was late because he had been presenting an award to a gentleman who had graduated from the Law School 75 years ago.

Present:

Lloyd H. Elliott
Frederick R. Houser
Richard C. Allen
Grover L. Angel
James L. Breen
Milton Crane
Marvin Eisenberg
Marvin Gordon
William B. Griffith
Phillip D. Grub
Louis J. Harris
Philip H. Highfill, Jr.
John Kaye
John A. Morgan, Jr.
Alvin E. Parrish
Howard Pierpont
Stefan O. Schiff
William E. Schmidt
Henry Solomon
Edwin L. Stevens
George V. Vahouny

Absent:

Harold F. Bright
Arthur E. Burns
James C. Dockeray
Robert Kramer
Harold Liebowitz
Calvin D. Linton
John Parks
Burton M. Sapin
Rodney Tillman
Guy Black
Roderic H. Davison
Joseph Foa
Harold C. Hinton
Frederick C. Kurtz
Anthony Marinaccio
David Robinson, Jr.

Russell B. Stevenson, Jr.,
Parliamentarian

Minute 2 The minutes of the regular meeting of April 14, 1972, were approved as distributed.

Minute 3 Professor Stevens moved the adoption of 72/6, A Resolution to give consideration to Not Scheduling such Academic Requirements as Examinations and Term Papers on November 6, 7, and 8, 1972. Professor Stevens then spoke briefly to the resolution, explaining the Student-Faculty Union for an Open University had asked the Executive Committee to consider action in this respect, the Educational Policy Committee in turn was asked to consider the matter, and the result of such consideration appeared substantially in 72/6. Professor Solomon confirmed that the resolution was in the spirit of committee action. Questions from Professors Highfill, Grub, Vahouny, Breen, and Allen followed. The question was called, put to vote, and the resolution was adopted.

- Minute 4 a) Professor Stevens, on behalf of the Executive Committee, placed in nomination for election to the Committee on University Resources as alumni members the following two names:

Sheldon S. Cohen
James C. Van Story, Jr.

There were no nominations from the floor. The nominees were elected unanimously.

- b) Chairman Kaye of the Committee on University Resources reported on 71/20, A Resolution to Improve Fiscal Support to the Library, which had been referred to University Resources by Senate action on February 11, 1972. On March 8, 1972, the committee had held a meeting and the following summarized its report: (Professor Kaye was not a member of the committee at that time, and his information was based on documentation.)

"The members of the Resources Committee questioned Professor Griffith at length, but did not agree with the recommendation of the Library Committee that a flat percentage of the educational fund be allotted for use by the Library during the ensuing years was fiscally sound. It was agreed that the Library does need an increase in funds. The Resources Committee noted with pleasure that increased funds are being made available for the Library's use. It was further urged that this increase continue to be apportioned in a similar fashion in the University budget during the coming years."

Professor Griffith raised a point of order. He said it was his understanding, according to Robert's Rules of Order, that the committee to which a resolution is referred does not discharge its responsibility by presenting a report; a recommendation should be made that the resolution be defeated, approved, or amended. The rationale was obvious - it allowed the originating committee to take into account the report of the committee of referral and salvage its recommendations. A contrary procedure amounted to a pocket veto. Professor Griffith asked the Chair to rule that the committee of referral present the resolution with the recommendation it should be accepted, rejected, or amended. He quoted as his authority

General Henry M. Robert, Robert's Rules of Order, 1893 edition, published in paperback by Pyramid Books, New York, 1967, paragraph 31, page 61:

When a committee reports back a resolution which was referred to it, the question should be stated as follow [sic]:
(a) If the committee recommends its adoption, or makes no recommendation, or recommends that it be not adopted, in either case the question should be on adopting the resolution. In the latter case it might be well to adopt a form similar to this: "The question is on the adoption of the resolution, the

report of the committee to the contrary notwithstanding."

(b) If the committee recommends that the resolution be indefinitely postponed, or postponed to a certain time, the question should be on the indefinite postponement, or the postponement to the certain time. (c) If the committee recommends that the resolution be amended in a certain way, then the question should be on the adoption of the proposed amendment to the resolution, and then on adopting the resolution.

The Chair stated, after consultation with the Chairman of the Executive Committee, that the committee report was substantially a rejection of the recommendations of the Library Committee. Unless challenged, the Chair would ask the Senate if it wished to suspend the rules in order to consider a resolution which did not appear on the May 4, 1972, agenda, as a way out of the procedural roadblock should the members wish to consider the resolution immediately. Professor Griffith objected, stating he had wanted to see what the report would be, and that he would like the Library Committee to reconsider and improve the resolution. He had not come prepared to debate but to hear the report. He would like the report to be considered in the fall.

The Chair, seeing no objection to such a procedure, asked that the Committee on University Resources follow it. The Chair carried the procedure one step further, and directed that the Executive Committee, with responsibility for the agenda, should determine the time the report would appear. The Chair would try to have the Parliamentarian present on that date.

Minute 5

Brief Statements

President Elliott used the first brief statement to introduce to the members of the Senate the newly-elected representative from the National Law Center, Professor Ralph C. Nash, Jr.

Professor Morgan read into the minutes a statement (attached) which he requested be referred to the members of the Committee on Appointment, Salary, and Promotion Policies. The statement included the motion "That the matter of health care coverage, including the report of the special committee, be referred to the members of the Committee on Appointment, Salary, and Promotion Policies (Including Fringe Benefits) with a request for an appropriate resolution at the earliest possible date." Professor Allen seconded.

The Chair stated consideration of the Morgan motion would require suspension of the rules. Professor Allen requested that before the Senate voted on suspension of the rules the privileges of the floor be given to two of his colleagues. The Chair agreed and Professor James E. Starrs of the National Law Center was the first to speak.

Professor Starrs stated he wished to bring to the attention of the Senate a matter of a personal nature which he would not trouble the members with if he did not believe it had present and future significance for the University as well. He had been blessed with his eighth child recently, the first to be born under the University's hospital plan although he had been here eight years. His other children had been delivered under plans elsewhere, for instance DePauw, and in all of those other cases coverage was 80% or more of maternity expenses. However, with respect to the eighth child born under the program here, after paying excessive fees for an extended period of time for the family plan, the total charge to him was \$1200, for which he will be compensated in the amount of \$211. As a result of this matter, he had corresponded with Mr. Stanley McLeod, Supervisor of Personnel Benefits and Records, who informed him "The University has no part in this. The University is not the contracting party. You are the contractor with GHI. I will give you the name to contact. I will send you the level of benefits under the program." Professor Starrs had assumed the University was taking some responsibility for the validity of the program. This matter was of crucial concern to the University.

After Mr. McLeod had raised the point of the bad experience here at the University concerning maternity benefits (but with no facts or figures), Professor Starrs had gathered some. Among 40 fulltime faculty members at the Law School, there were 3 children born over a period of 8 years. Among the secretarial staff, 16 questioned at random, 2 were covered by the family plan, one by the individual plan. Two were not of child-bearing years. The Law School experience was to the advantage of GHI, not to the disadvantage.

Concerning maternity benefits, it seemed to Professor Starrs that questioning should continue with respect to other hospitalization. He had not checked the maternity coverage in advance, assuming because coverage on seven children had been adequate he would get comparable coverage under his present program. He asked the members of the Senate how many knew coverage for an appendectomy was \$156, for a tonsillectomy \$56, both operations rather common occurrences. He had asked for the backup data on the special committee's report so that he could determine whether he should continue under the University's program or obtain full-service coverage elsewhere. He recommended to the members they be aware of level of coverage on each item.

Mr. Kenneth E. Bumgarner, Assistant to the Vice President for Student Affairs, was the next speaker given privileges of the floor. He stated many of his concerns had been covered by Professor Starrs. Speaking as one of the younger members of the faculty and staff, after paying an unreasonable rate for maternity benefits, he had had to pay out an additional considerable sum. Other young members on the staff felt the same way he did.

Dr. Pierpont, speaking as a surgeon, stated he believed the faculty were not reading their contracts. The contract does state coverages. The surgical plan is a median plan. There are better contracts, but higher premiums would have to be paid for better

coverage. It would be ideal for this faculty to be covered by the best plan. Contracts are available from other companies, and the University should select the best available for the faculty. Costs of medical/surgical/hospital services are up. Dr. Pierpont urged all the member to read their contracts, understand the coverages, urge their representatives to get the best plans, and to press for better coverage.

Professor Stevens moved for suspension of the rules to permit consideration of Professor Morgan's motion, and Professor Morgan seconded. The Chair, hearing no objection, ordered proceedings to continue.

Professor Morgan added to what had been said that reading the contract will not do the job. He recalled an experience of four years ago when his daughter than an operation on her hand. He had expected BCBS would pay the entire cost of the room. They did cover for one day. However, the hospital's schedule was so arranged that procedures could not be kept within one day, more time was required, and Professor Morgan paid for two days in the hospital.

Professor Highfill asked Professor Morgan if his motion would include investigation of the major medical plan and Professor Morgan agreed this should be covered by the motion.

The question was called on the Morgan motion, put to vote, and the motion carried unanimously.

Professor Stevens asked that there be suspension of the rules for the purpose of making two nominations. Professor Angel thereupon asked that a nomination he wished to make for election to the Public Ceremonies Committee be included under the same arrangement. The Chair, hearing no objection, asked Professor Stevens to continue. The nominations were as follows:

George F. Henigan, Professor of Speech, to be recommended for presidential appointment to the Steering Committee for the proposed All-University Assembly as a replacement for Professor Claeysens who would be on sabbatical leave during the Fall Semester 1972.

James E. Starrs, Professor of Law, to be elected to the Senate Committee on Appointment, Salary, and Promotion Policies.

Joan R. Regnell, Assistant Professor of Speech, to be elected to the Senate Committee on Public Ceremonies.

Professor Griffith seconded.

The nominations were approved unanimously.

Dr. Pierpont stated the Special Budget Subcommittee of the Executive Committee had submitted on April 18, 1972, a progress report which he would like to have included in the minutes of the meeting. The Chair stated the report was received and would be included.

Dr. Pierpont read the following report into the record:

"I wish to report for the record that a special faculty assembly of The School of Medicine met three times in the past five weeks and elected an eleven-man ad hoc committee from eligible members of the faculty. This representative faculty committee is currently formulating procedures and criteria for participation in the recommending and selection of its Dean. Dean John Parks retires at the end of the next academic year.

"As elected chairman of the special faculty assembly I wish to thank, on behalf of the faculty:

- 1) President Elliott for initiating advice
- 2) Professor Edwin L. Stevens for acting as Parliamentarian and interpreter of our Code and Ordinances
- 3) The many members of the President's, Provost's, and Dean's offices who helped the faculty.

"This action is historic in that it is the first time in the history of the Medical School that the intent of the Code and Ordinances has been carried out in recommendations for selection of a dean."

Professor Allen asked whether the Senate could be advised on the status of the complaint from Assistant Professor Leslie Ann Brownrigg.

Professor Stevens reported that Professor Brownrigg had communicated to the Executive Committee the nature of her complaint concerning the Department of Anthropology. The preceding Executive Committee under Dr. Pierpont did not feel there was a just complaint. Professor Brownrigg had brought the matter back to the present Executive Committee where the case was reconsidered. The Executive Committee authorized the Chairman to act as mediator. The Chairman of the Executive Committee heard the Department of Anthropology and Professor Brownrigg and reported the matter to the Executive Committee. Professor Brownrigg was advised the present Executive Committee did not think her complaint was well justified. However, she was notified that under the Code and Ordinances she had the right to request the Senate to elect a special committee to investigate further.

The Chairman has talked with Professor Brownrigg, and she is in the process of seeking legal counsel. Until Professor Brownrigg requests the election of a special committee, if her counsel so advises, the matter rests. If the Executive Committee receives such a request, it will recommend such a committee be elected, perhaps during the summer. The next step would be appeal to the Professional Ethics Committee

if she were not satisfied with the findings of the special committee. Professor Brownrigg plans to avail herself of procedures within the University before she goes outside for relief.

Professor Allen wondered in view of Professor Stevens' statement if there was any use in mediation before a special committee, and if there might be hearings before the Professional Ethics Committee.

Professor Stevens replied that the question had come up during discussion by the present Executive Committee, and it had been decided the next step of consideration of the matter by a special committee should be taken even if it were to prove futile. He would wish to hear from Professor Brownrigg whether she wishes to have a special committee elected by the Senate.

Professor Griffith asked is something could be done over the summer term or must the matter wait until fall.

Professor Stevens replied the Executive Committee was authorized to act in an emergency. It could ask the President to call a special meeting of the Senate. If there were not enough members around, the Executive Committee could take action and report to the Senate at its first meeting in the fall.

Professor Allen asked if there would be any merit to appointing a contingency committee.

Professor Stevens replied he would like to have the advice of the Senate on that question.

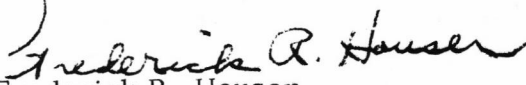
Dr. Pierpont reminded the Senate of the Dr. Fine matter about a year ago when the Executive Committee nominated a special committee which was elected by the Senate. This procedure fulfilled the steps and the intent of the Code, and unless action was precipitated, that would probably be the best way to handle the Brownrigg matter.

Professor Stevens stated he would prefer to await the request from Professor Brownrigg, and then either call a special meeting of the Senate, or have the Executive Committee elect a special committee.

Professor Morgan stated he would object to a contingency committee. It might cause a prejudicial reaction and would prove highly unsatisfactory. Professor Allen accepted this judgment.

Minute 6

President Elliott, hearing no other requests to make brief statements, recognized a motion to adjourn, which was seconded, and the meeting ended at 3:14 p.m.


Frederick R. Houser
Secretary

Statement read into the minutes of the Senate meeting on May 12, 1972, by Senate Member John A. Morgan, Jr. The motion at the end of the statement was adopted unanimously, and the statement and motion were referred to the Senate Committee on Appointment, Salary, and Promotion Policies (Including Fringe Benefits).

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Along with my April pay check I received, as did most of you, a memorandum dated April 12 informing me that Group Hospitalization, Inc., Medical Service of D. C. -- as usual -- announced a rate increase in Blue Cross--Blue Shield coverage. I was told that GHI has advised that "this increase is necessary due to above average claims experience of our group during the past year" and that the rate for family coverage will rise from \$34.62 per month to \$37.12, an increase of $7\frac{1}{2}$ per cent.

Seven and a half per cent doesn't seem very much, but this latest increase should be looked at in the light of the immediate past. During academic year 1966-67 the family coverage rate was \$10.58 per month. In 1967-68 it became \$17.43, an increase of 64.7 per cent. In 1968-69 the rate rose to \$19.29, an increase of 10.7 per cent. In 1969-70 we paid \$22.49, 16.6 per cent more than the preceding year. In 1970-71, apparently a year of great good health, the rate remained \$22.49. In 1971-72, however, the failure to raise rates the preceding year was more than made up for by an increase of 53.9 per cent to \$34.62. Our newly announced 7.5 per cent increase means that during academic year 1972-73 we will pay $3\frac{1}{2}$ times what we paid six years ago. Or put another way, over the course of six years GHI has increased our rate for family coverage 251 per cent.

Over the same period salaries have, of course, also increased. In my own case, for example, I will receive in 1972-73 66.6 per cent more than in 1966-67. But that increase is, I am sure, out of line with general experience because it includes three consecutive above average raises bringing my salary--for the first time--up to the average for associate professors. Even with this rate of increase, however, next year I will pay GHI, as a per cent of salary, more than twice as much as I did six years ago. Perhaps this is the result simply of increases in the cost of medical care, but I have serious doubts.

In the Monday Report for May 1 there appeared a synopsis of the report and recommendations of the University Committee on Hospitalization and Medical Insurance, appointed a year ago by President Elliott and chaired by Professor Nutting. The general conclusion of the Committee was that "at the present time no significant advantage would be gained by changing the basic arrangements now existing with Group Hospitalization, Inc., and Medical Service of the District of Columbia (Blue Cross/Blue Shield)." The Committee did, however, make several recommendations, two of which seem to me to merit special comment.

The Committee recommended that "The University bear part of the cost of the existing program." The report states that the present program suffers from two significant weaknesses. The implication is clear that the first weakness--low percentage of employee participation--affects the rate we pay and that low participation is in part attributable to the second weakness--failure of the University to contribute to the program. Moreover, the report plainly states that these two

Statement read into the minutes of the Senate meeting on May 12, 1972, by Senate Member John A. Morgan, Jr.

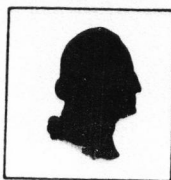
weaknesses of the present program are major obstacles to obtaining alternate plans from commercial companies. In the words of the report, "The companies would require participation by the University to the extent of paying some twenty-five per cent of the cost of the program. This, they believe, would increase employee participation and, of course, lower the cost to the employee."

The Committee also recommended that "The University undertake an examination by auditors of the reports filed by the carrier with the Department of Insurance of the District of Columbia." The reasons for this recommendation are not clear from the report, but it suggests to me that the Committee may share some of the suspicions regarding GHI's operations voiced in recent hearings before the House Subcommittee on Post Office and Civil Service. At the very least, it suggests that the Committee was not satisfied that the Blue Corr/Blue Shield contract has been properly scrutinized by our representatives in the immediate past.

It seems to me that the Faculty Senate should urge the Administration to move promptly toward the implementation of the Committee's recommendations while continuing to explore the possibility of obtaining alternative programs of potentially greater benefit to its employees. I therefore move that the matter of health care coverage, including the report of the special committee, be referred to the Committee on Appointment, Salary, and Promotion Policies (Including Fringe Benefits) with a request for an appropriate resolution at the earliest possible date.

The following is an excerpt from the minutes of the Senate meeting on May 12, 1972, the question occurring just before the Morgan motion was put to vote.

"Professor Highfill asked Professor Morgan if his motion would include investigation of the major medical plan and Professor Morgan agreed this should be covered by the motion."



Faculty Senate

April 18, 1972

MEMORANDUM TO THE EXECUTIVE COMMITTEE OF THE FACULTY SENATE

Subject: Progress in Studying the University's Budgetary Processes

During the past year the Special Budget Subcommittee of the Faculty Senate examined the University's budgetary processes at the central level of administration and at the school level in three different schools. This examination abundantly confirmed our two principal conclusions reported last May:

First, that the University's budgetary processes have a major impact on its function and, of particular interest from a faculty viewpoint, on its academic progress.

Second, that participation in the University's budgetary processes is restricted exclusively to administrative personnel and, for the most part, to administrative personnel at the upper echelons.

These conclusions reflect the conspicuous fact that the University's major budgeting decisions currently are being made without discernible input from the faculty and without reference to specific academic programs.

Additionally, our examination confirmed the pervasive impact on all University activities of the three major deficiencies in current fiscal management cited last year by the Commission on Governance of the University:

First, inadequate program consideration

Second, inadequate leadtime

Third, inadequate consideration of future impact.

Inherent in these deficiencies is a fourth deficiency which should be recognized: an unplanned organizational diffusion of decision-making responsibilities which fosters the making of basic financial decisions with inadequate program consideration and the making of basic program decisions -- tenure actions, for example -- with inadequate financial consideration. The fact that the

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Faculty Senate -- the most prestigious faculty group within the University -- receives no budget allocation in its own right and must subsist on services funded by the Registrar (supplemented by a few amenities graciously extended by the President) is symptomatic of the widespread gap now prevailing between program responsibilities and financial responsibilities throughout the University structure.

Probably the most significant specific findings of our examination this year were how the total academic budget size is determined, the rules or approximate rules for allocating the total academic budget among the various schools in the University, and how budgeting is approached within at least three schools, with some noted variability in approaches among schools. Further examination is desirable of budgetary procedures at the departmental level and of factors determining the magnitude of non-academic budgets, which your subcommittee recommends be undertaken next year in the search for meaningful procedures for faculty participation in what we deem the most important decision-making process within the University.

The complete openness with which key University administrators dealt with your subcommittee throughout its examination contrasts strikingly with the secrecy generally surrounding budgetary decisions within the University insofar as the faculty and even many administrators themselves are concerned. Budgetary secrecy is an inhibiting factor and the high degree to which secrecy presently exists would appear unnecessary. Clearly the faculty cannot contribute to the budgetary decision-making process within the University if it is not suitably informed on the status of University, School and Departmental finances. We accordingly recommend that appropriate arrangements be made to inform the faculty on the status of all revenues, expenditures and budgetary allocations within the University.

Although the University's management structure has been realigned centrally in an endeavor to bridge this gap in decision-making responsibilities, the deficiencies this unfortunate gap has fostered over the years are of such long standing their pernicious influence is likely to persist for years to come. We view the establishment of an Office for Planning and Budgeting headed by Assistant Vice President Walther as potentially the most significant organizational development from a budgetary standpoint in recent years. Dr. Walther has extended to your subcommittee an invitation to collaborate with him in developing suitable procedures for improving the University's budgetary

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decision-making process. This additional undertaking would be beyond the charter under which we have been operating but the opportunity to participate in a major development which hopefully will improve the University's procedures holds such promise as to warrant in our judgment the acceptance of Dr. Walther's invitation by the Faculty Senate.

A handwritten signature in dark ink, appearing to be 'E. J. B. Lewis', with a stylized, elongated flourish extending to the right.

Edwin J. B. Lewis
Chairman

The Subcommittee

Guy Black

Arthur D. Kirsch (on sabbatical leave)

Edwin J. B. Lewis

Alvin E. Parrish

Henry Solomon

Edwin L. Stevens

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

The Faculty Senate


May 4, 1972

The Faculty Senate will meet on Friday, May 12, 1972, at 2:10 p.m.,
in the Faculty Conference Room on the sixth floor of the Library.

Agenda

- 1) Call to order
- 2) Minutes of the regular meeting of April 14, 1972
- 3) A RESOLUTION TO GIVE CONSIDERATION TO NOT SCHEDULING
SUCH ACADEMIC REQUIREMENTS AS EXAMINATIONS AND TERM
PAPERS ON NOVEMBER 6, 7, and 8, 1972 (72/6), The Executive
Committee
- 4) a) Nomination and election of two alumni members for the Senate
Committee on University Resources: Sheldon S. Cohen, esq.;
James C. Van Story, Jr.

b) Report on Senate Resolution 71/20 (referred by Senate action
February 11, 1972) by Chairman John Kaye, Committee on
University Resources
- 5) Brief Statements
- 6) Adjournment


Frederick R. Houser
Secretary

A RESOLUTION TO GIVE CONSIDERATION TO NOT
SCHEDULING SUCH ACADEMIC REQUIREMENTS AS
EXAMINATIONS AND TERM PAPERS ON NOVEMBER 6,
7, and 8, 1972 (72/6)

WHEREAS, the Faculty Senate recognizes the importance of citizen
participation in the national election process, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE
WASHINGTON UNIVERSITY THAT:

The Faculty Senate recommends that the several faculties give due
consideration to not scheduling such academic requirements as
examinations and term papers on November 6, 7, and 8, 1972.

The Executive Committee

April 28, 1972